

ESSENTIAL EMPLOYMENT FIGURES 2010

Compensation Limits

Limit on a week's pay (max)	£380
Basic award and statutory redundancy pay (max)	£11,400
Compensatory award for unfair dismissal (max)	£65,300
Discrimination awards	No limit
Breach of contract in the Employment Tribunals (max)	£25,000
Additional award for failure to reinstate/re-engage (26-52 weeks)	£19,760
Protective award for failure to inform/consult over redundancy	90 day's pay
Guarantee payment (per day)	£21.20
Non compliance with duties under Age Regulations	£1,520
Refusal of right to be accompanied (max)	£760
Failure to consider flexible working request (max)	£3,040
Failure to inform/consult on TUPE transfer (max)	13 week's pay
Failure to provide written particulars of employment (max)	£1,520

Social Security benefit rates

Statutory sick pay (per week)	£79.15
Statutory maternity pay / adoption pay / paternity pay (per week)	£124.88

Minimum wage rates

Apprentices	£2.50
16 – 17 year olds (per hour)	£3.64
18 – 20 year olds (per hour)	£4.92
21 years and over (per hour)	£5.93

Tribunal Awards Statistics 2009-2010 (ETS annual report 2009-10)

AWARDS	Median	Maximum	Average
Unfair dismissal	£4,903	£234,549	£9,120
Race discrimination	£5,392	£374,922	£18,584
Sex discrimination	£6,275	£442,366	£19,499
Disability discrimination	£8,553	£729,347	£52,087
Religious discrimination	£5,000	£9,500	£4,886
Sex orientation discrimination	£5,000	£163,725	£20,384
Age discrimination	£5,868	£48,710	£10,931
Costs	£1,000	£13,942	£2,288